



***“Our Army at War - Relevant and Ready...Today and Tomorrow”***

# **FY 05 CP-14 Intern Conference Dallas, TX**

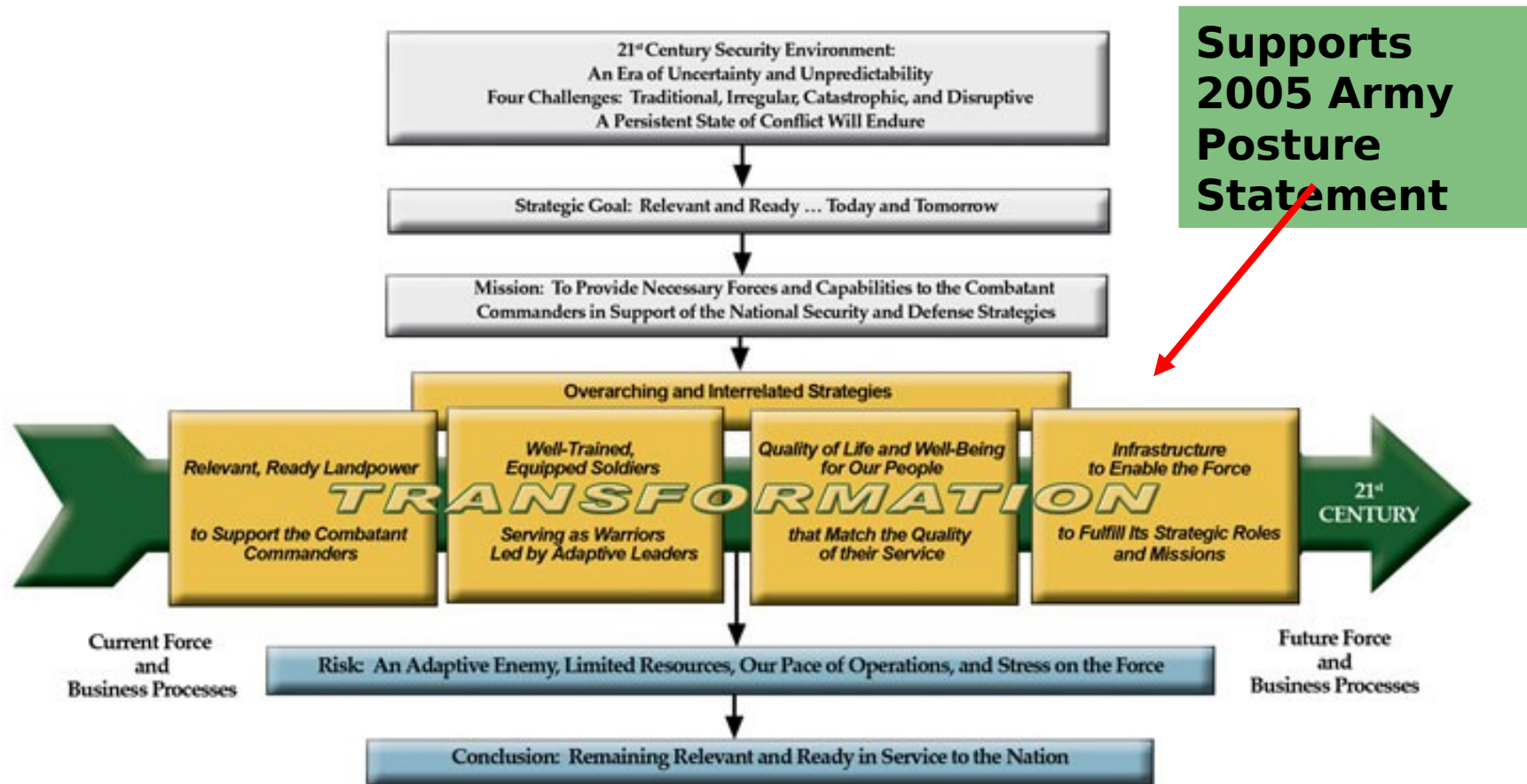
*By  
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*May 5, 2005*



# Army Vision

**Supports Army's Overarching Strategic Goal:  
*Relevant and Ready ... Today and Tomorrow***



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# Principal Business Facts

- Support to the Warfighter
  - LOGCAP \$15B
  - Iraq Reconstruction \$18B
  - Iraqi Armed Forces \$50M - \$400M
  - Interrogation Services \$3M/month
  - Balkans \$15M/month
  - Afghanistan \$530M
  - \$80B requested Jan 05
- Workload \$ and Actions
- Workforce Trends (Size & Age)
- Army Modularity (Different World-wide Footprint)
- Transparency to the Customer



**We Must Leverage Expertise and Synergies**



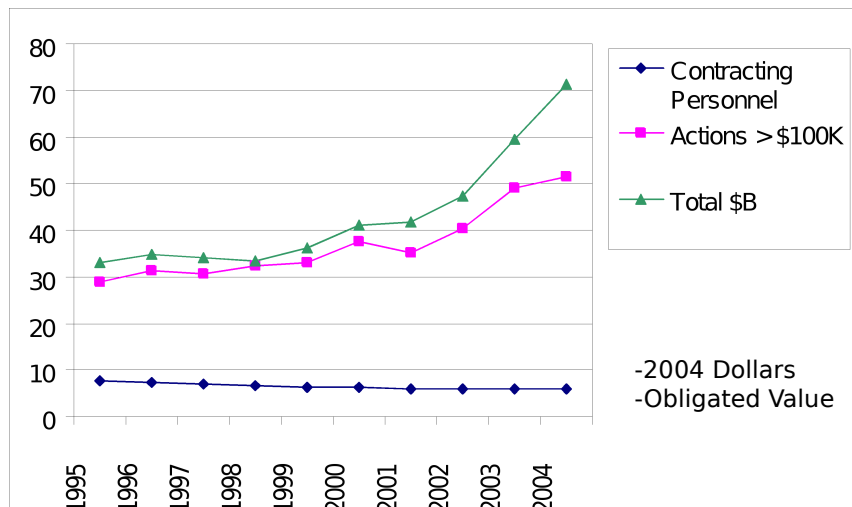
# Army Contracting Trends



## History

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Personnel	7.6	7.4	6.9	6.5	6.2	6.1	5.9	5.9	5.9	5.9
Actions > \$100K	28.9	31.4	30.5	32.3	33.2	37.5	35.1	40.4	49.0	51.6
Total \$B	33.0	34.9	34.0	33.6	36.0	41.2	41.8	47.3	59.4	71.3

\*Personnel in thousands

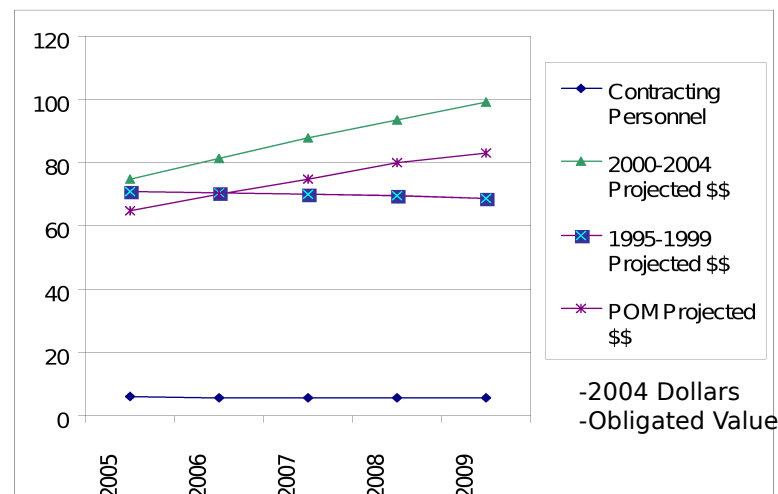


- 1100 series Workforce declined by **23%**
- Actions Grew by **80%**
- \$\$ Grew by **116%**
- In 1995, 1 Action = ~\$1B; in 2004, 1 Action = ~\$1.5B

**Does Not Include Supplementals**

## Future

	2005	2006	2007	2008	2009
Contracting Personnel	5.9	5.8	5.8	5.7	5.7
Actions > \$100K	55.4	59.6	63.8	68.0	72.2
2000-2004 Projected \$B	74.7	81.4	87.7	93.7	99.3
1995-1999 Projected \$B	71.0	70.6	70.0	69.4	68.7
POM Projected \$B	65	70.1	75	80	83.1



**Assuming the next five years behave as the previous 5 years for contracting and previous 3 years for personnel we can expect:**

- 1100 series workforce continues to decline and
- Actions and \$\$ will grow except in the most conservative estimate.

Source: Contract Data- Federal Procurement Data Base Personnel Data- Defense Manpower Data Center Deflators- FY 2005 Army Green Book

Note: Total Contract Value approx \$202B

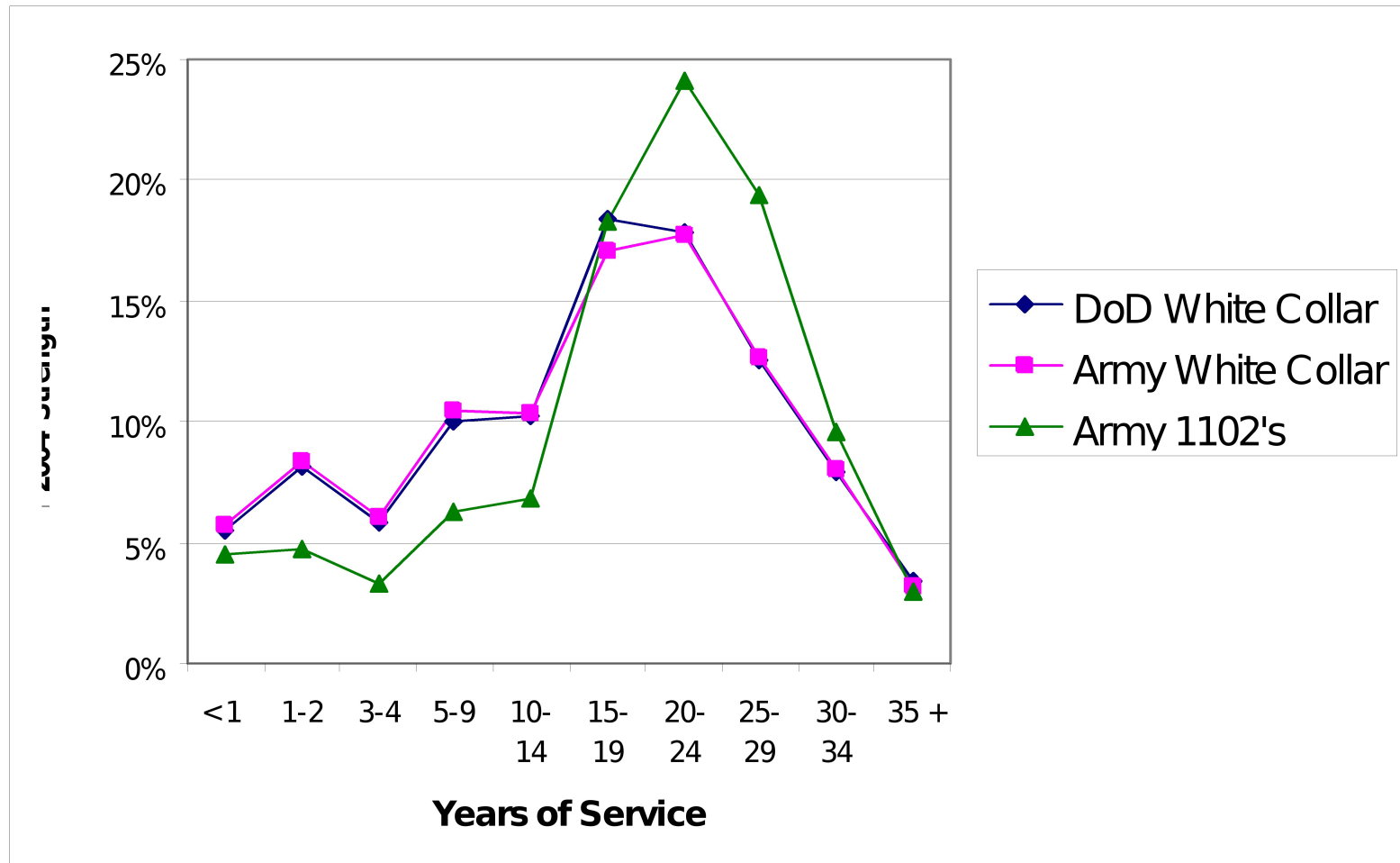
10 Mar 05 ~ US Army Contracting Study ASA ALT Sept 04 - Mar 05

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# 1102 Workforce Profile

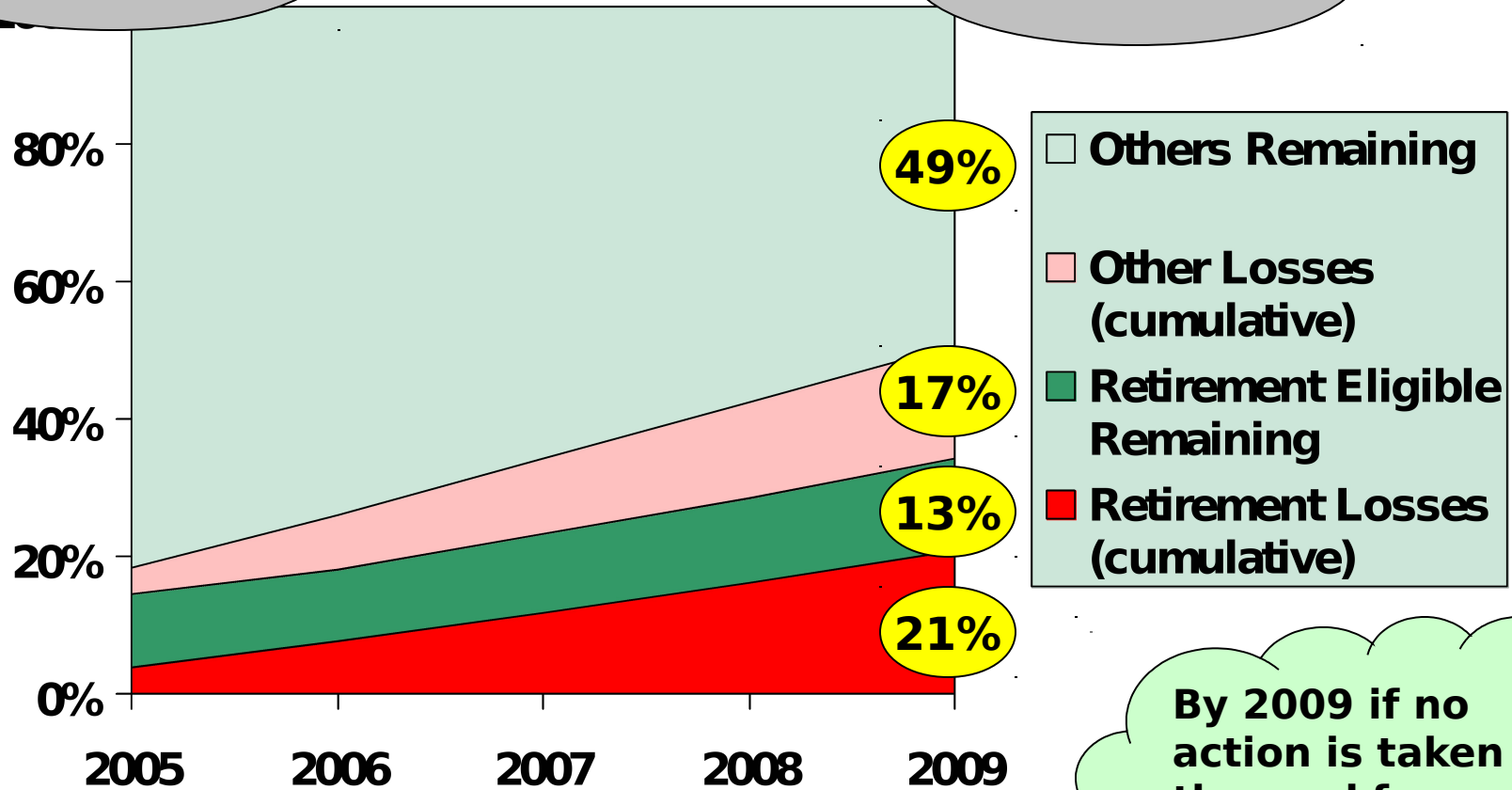




# FY 2004 1102 Workforce Projected through FY 2009

FY 2004 Size - 5,258

FY 2009 Size - 3,292



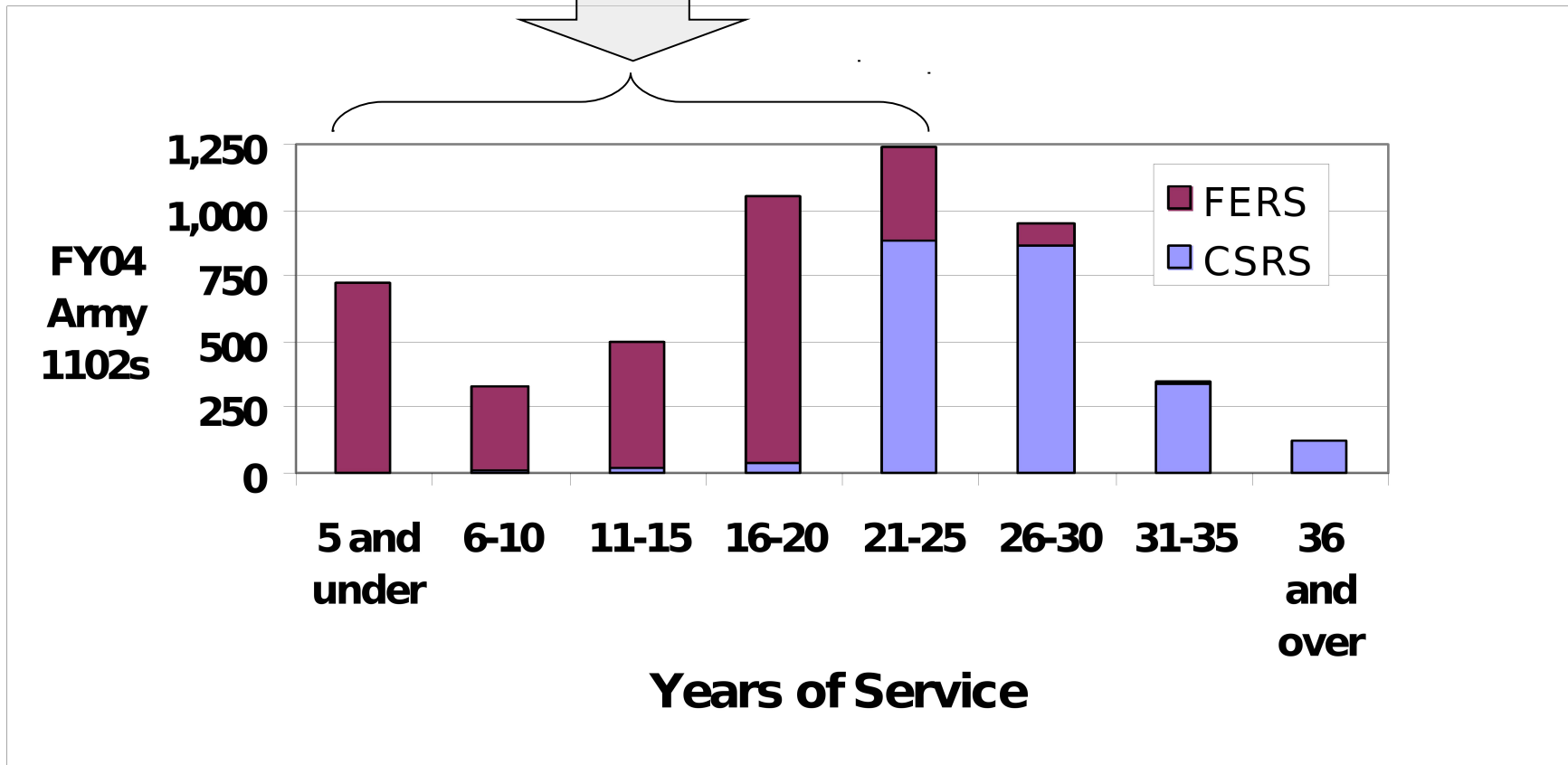
By 2009 if no action is taken the workforce is projected to lose 38%

Source: Defense Manpower Data Center Retirement loss data from Fed Soc



# Workforce Retirement

Plans  
Portable Benefits

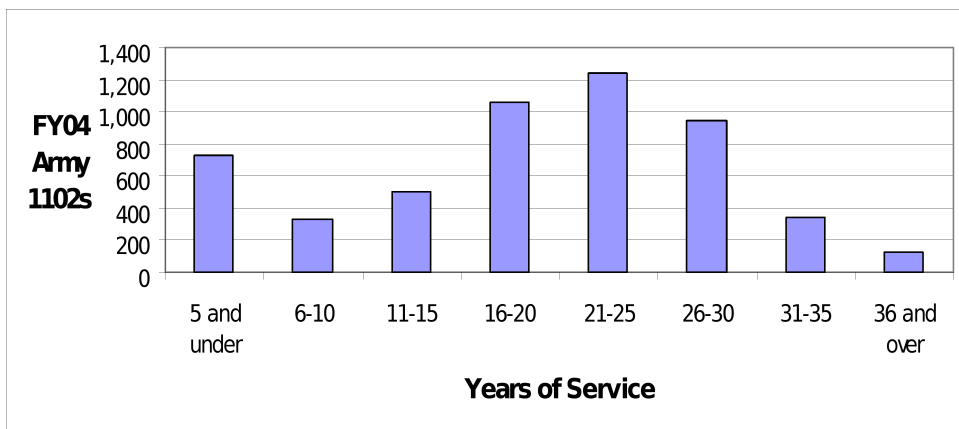




# Years of Service

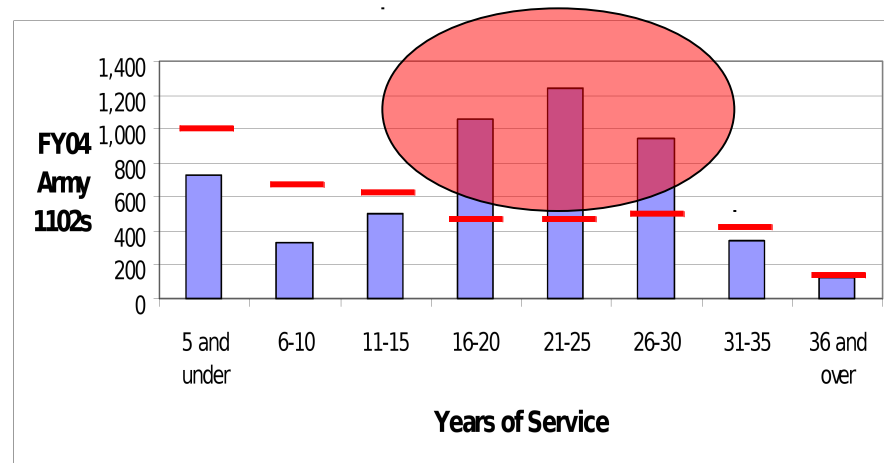
2004

5 and under	6-10	11-15	16-20	21-25	26-30	31-35	36 and over
727	327	502	1054	1236	947	345	120



**We have leveraged our experience to meet the demands of today...**

2019



**But our bench is too thin to overcome the expected demands of the future without significant change**







# Intern Program Initiatives

- Intern Advisory Council
  - ✓ Recruitment and retention of interns
  - ✓ Maturing and evolving the intern program
  - ✓ Ideas that form our strategy
- Workforce Development Board
  - ✓ From paper to practical application
  - ✓ Formal mentoring Program
  - ✓ Focused Senior Leadership DP – Goals/Timelines
- Annual Report to Interns
  - ✓ Intern Program Progress





# Our Soldiers in Action, Our Equipment at Work





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# Dan Rather Clip



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